



HR Analytics Program

Chennai
December 15 & 16

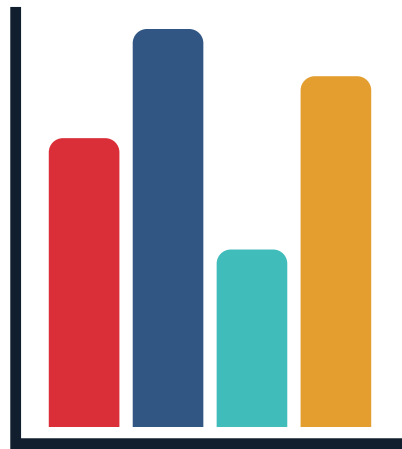


Introduction

The HR professional of today is expected to contribute to business development by identifying meaningful trends and relations in HR data. Number-crunching which was not a significant part of HR courses earlier, has now become an essential skill for HR staff.

This programme is aimed at helping participants analyze HR data, and arrive at meaningful inferences that aid decision-making. This programme will be good exposure to the analytical skills that can be used in HRM. Please note that this is a programme involving problem-solving and analyzing HR scenarios using Microsoft Excel. Participants will get involved in analysis and problem-solving using statistical techniques.

This is NOT a theoretical programme focusing on issues like HR strategy and metrics. The USP of this programme is that the prerequisite is high school math; so it will be taught in a manner such that the content will be easy to grasp for HR staff from diverse educational backgrounds.



Programme – Takeaways

- Understanding what HR analytics involves;
- Learning how to use sample data to form conclusions about target populations;
- Analyzing the bell curve and using it wherever applicable;
- Understanding the issues involved in surveys both from a qualitative and quantitative perspective;
- Using predictive analytics for HRM. [Note: Predictive analytics forms a significant chunk of this programme] .



Sample scenarios addressed during the programme

- Analyzing the key determinants of absenteeism through modelling.
- Predicting whether an employee is likely to stay with an organization or leave within a stipulated period.
- Computing the desired sample size for an employee survey.
- Use of the bell curve (productivity) in a rewards and recognition programme.
- Deciding whether entrance exam scores a good predictor of on-the-job performance.



Who can attend?

- HR staff who handle data and are expected to make recommendations based on the analysis of the data. Those who are involved in HR process improvement will also benefit from this programme.
- The participants must be reasonably proficient in the use of Excel and must be comfortable doing basic analysis using Excel. Last but not the least, a desire to move from the qualitative to the quantitative realm of HRM is essential!

Programme Content

Module 1: Introduction

HR Analytics and its importance
Importance of data analytical skills
Measures of central tendency and dispersion

Module 2: Understanding the bell curve, its applications and limitations

Nature of normally distributed data in HRM
Deciding whether data is normally distributed
Analyzing normally distributed data and taking appropriate decisions based on the distribution.

Module 3: Employee surveys

Use of confidence intervals when doing surveys and reporting the data
Computing sample sizes for employee surveys and the trade-offs involved

Module 4: Predictive Analytics

Analyzing the relation between variables
Using simple and multiple regression as a forecasting tool and also to understand the key determinants of a model
Modeling qualitative information in regression models.

Programme Details



Dates

15 & 16 December

Duration

9am to 5pm

Fees

Rs. 20,000 (Inclusive of GST)

Payment

Online

Venue

**Residency Towers, T.Nagar,
Chennai.**

For further details contact :

Sujith Kumar

Management Development Centre

Loyola Institute of Business Administration (LIBA)

Loyola Campus, Chennai - 600034.

Ph: 044 - 28177231 / 32 / 33

Email: sujith.kumare@liba.edu